

Women of color less than 4% of UMC clergy

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In our third – and final -- installment of the demographic statistics of the ordained leadership of The United Methodist Church, we will examine the intersection of gender, racial-ethnic background, and clergy category by highlighting the status and role of clergywomen of color.

Table 1: Clergy Role by Gender

Clergy Role	Men	Women	Total
Deacons in Full Connection	23.8%	76.2%	100.0%
Elders in Full Connection	79.5%	20.4%	99.9%
<i>Provisional Deacons</i>	21.2%	78.9%	100.1%
<i>Provisional Elders</i>	57.2%	42.9%	100.1%
Associate Members	79.5%	20.5%	100.0%
Full-Time Local Pastors	73.4%	26.6%	100.0%
Part-Time Local Pastors	66.4%	33.4%	99.8%

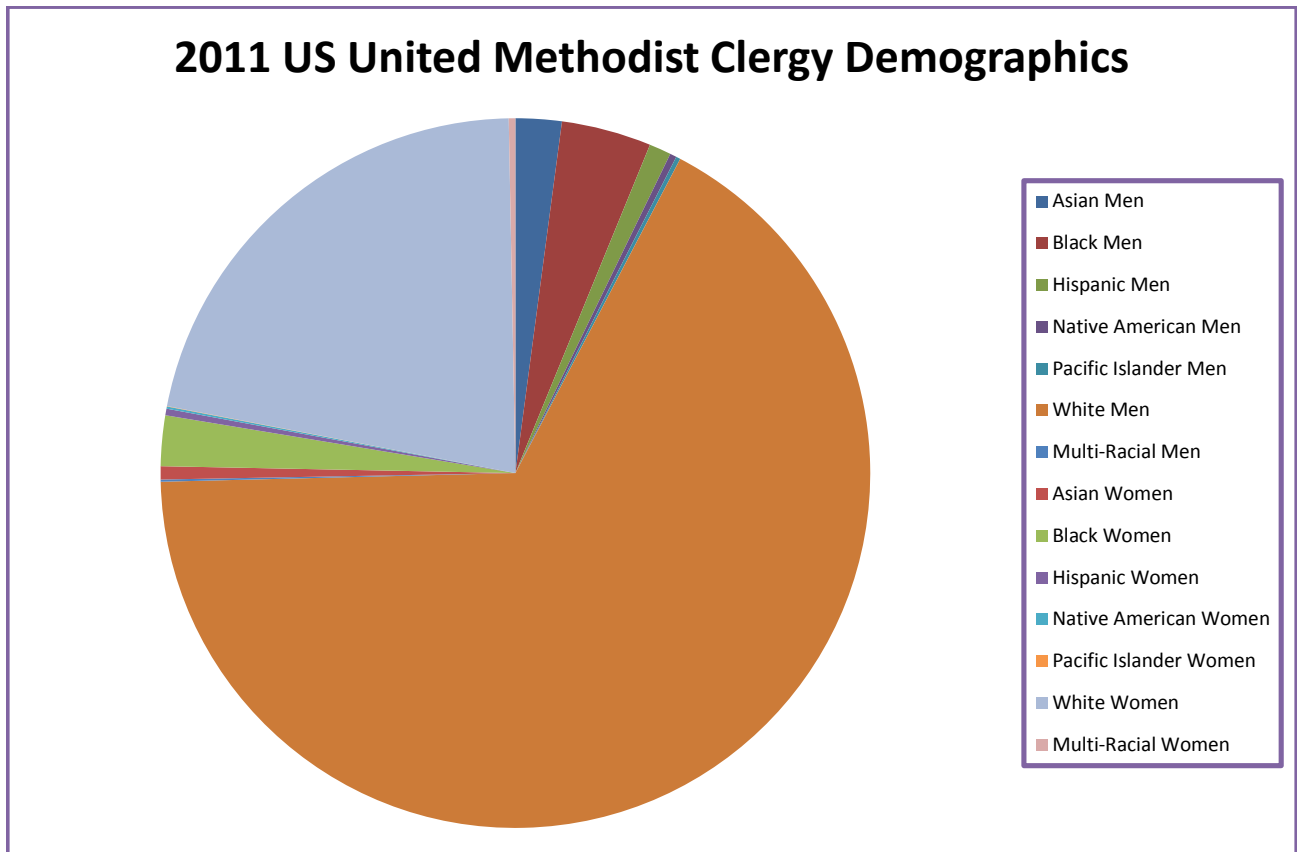
*Note: Totals may not add up exactly to 100 due to rounding

As the December “Women by the Numbers” article stated, women made up [about 25% of our active and retired clergy in 2011](#). Adding racial-ethnic background to the numbers, we can see that white men made up 67% of our clergy, white women made up almost 22%, men of color made up less than 8% and women of color made up less than 4%.

Table 2: Clergy Population by Gender and Racial-Ethnic Background

Gender	Asian	Black	Hispanic	Native American	Pacific Islander	White	Multi-Racial	% Total Clergy
Men	2.1%	4.1%	1.0%	0.3%	0.2%	67.0%	0.1%	74.8%
Women	0.6%	2.3%	0.3%	0.1%	0.02%	21.7%	0.3%	25.3%
Total	2.7%	6.4%	1.3%	0.4%	0.2%	88.7%	0.4%	100.1%

The pie chart below further illustrates these numbers:



All groups, including women of color, were becoming elders in full connection at much higher rates than other clergy roles, with the exception of multiracial women ([See Table 3](#)). However, when gender and racial-ethnic background were figured into the overall make-up of the church, we can see that women of color, as a group, were most highly represented in the role of Part-Time Local Pastors, having made up 7.74% of occupants in that role. ([See Table 4](#)).

It is also worth noting that 51.4% of the entire U.S. make-up of The United Methodist ordained clergy are white men who are Elders in Full Connection ([See Table 5](#)).

What does all of this mean?

When women of color make up less than 4% of the clergy population in The UMC, it is difficult to discern how much progress has been made in their favor over the last several years. For example, if two Pacific Islander women became Elders in Full Connection, the 2011 number would increase by 25%. If two White women become Elders in Full Connection, the difference would hardly be noticeable.

It is also worth mentioning that in 2011, women of color made up 9.5% of Provisional Deacons and 8.2% of Provisional Elders. Is the Church recruiting women of color to these leadership positions? Are women of color finding more support in pursuing these positions? It will be interesting to see what percent finished seminary and were appointed or employed in Church ministry in the years following.

The highest (non-transitional) concentration of women of color in the church is found in the role of Part-Time Local Pastor, and the next highest is in the role of Deacons in Full Connection. Both of these positions receive significantly lower salaries than Full-Time Local Pastors and Elders in Full Connection. According to the [salary study released by GBHEM in 2010](#), “part-time/other local pastors” receive 28% less in salary while Deacons receive an 18% reduction in salary compared to Elders in Full Connection.

Discussion:

Do any women of color occupy leadership roles in your congregation?

Does your conference’s clergy membership reflect the lay membership of your conference?

(Tables 3, 4, and 5 are on the following pages)

Table 3: Gender and Racial-Ethnic Background by Clergy Role

Gender and Racial-Ethnic Background by Clergy Role	Deacons in Full Connection	Elders in Full Connection	<i>Provisional Deacons</i>	<i>Provisional Elders</i>	Associate Members	Full-Time Local Pastors	Part-Time Local Pastors	Total
Asian Women	4.4%	73.8%	2.0%	11.6%	1.2%	1.2%	6.0%	100.2%
Black Women	5.1%	54.6%	1.6%	8.9%	1.4%	4.3%	24.0%	99.9%
Hispanic Women	7.7%	45.8%	0.6%	6.5%	3.9%	11.6%	23.9%	100.0%
Native American Women	4.4%	71.1%	0.0%	6.7%	8.9%	4.4%	4.4%	99.9%
Pacific Islander Women	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	33.3%	100.0%
Multiracial Women	1.7%	12.0%	0.9%	0.0%	1.7%	2.6%	81.2%	100.1%
White Women	11.3%	57.4%	1.8%	5.9%	3.6%	6.2%	13.8%	100.0%
Asian Men	0.7%	84.3%	0.1%	6.3%	0.7%	3.3%	4.5%	99.9%
Black Men	0.3%	59.3%	0.2%	4.5%	5.2%	7.6%	23.0%	100.1%
Hispanic Men	0.7%	54.8%	0.0%	4.2%	4.4%	19.6%	16.3%	100.0%
Native American Men	1.5%	57.0%	0.0%	5.2%	5.9%	9.6%	20.7%	99.9%
Pacific Islander Men	1.0%	42.3%	0.0%	3.1%	26.8%	3.1%	23.7%	100.0%
Multiracial Men	2.9%	55.9%	2.9%	17.6%	5.9%	2.9%	11.8%	99.9%
White Men	1.2%	76.9%	0.2%	2.5%	4.3%	5.4%	9.6%	100.1%

Table 4: Clergy Role by Gender and Racial-Ethnic background.

Clergy Role by Gender and Racial-Ethnic Background	Deacons in Full Connection	Elders in Full Connection	<i>Provisional Deacons</i>	<i>Provisional Elders</i>	Associate Members	Full-Time Local Pastors	Part-Time Local Pastors
Asian Women	0.7%	0.6%	2.0%	1.8%	0.2%	0.1%	0.3%
Black Women	3.4%	1.8%	6.7%	5.6%	0.8%	1.8%	4.8%
Hispanic Women	0.8%	0.2%	0.4%	0.6%	0.3%	0.7%	0.7%
Native American Women	0.1%	0.1%	0.0%	0.2%	0.2%	0.1%	0.0%
Pacific Islander Women	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.10%
Multiracial Women	0.1%	0.0%	0.4%	0.0%	0.1%	0.1%	1.8%
White Women	71.1%	17.6%	69.4%	34.7%	18.9%	23.8%	25.7%
Asian Men	0.5%	2.5%	0.4%	3.6%	0.4%	1.2%	0.8%
Black Men	0.3%	3.4%	1.6%	5.0%	5.0%	5.4%	8.1%
Hispanic Men	0.2%	0.7%	0.0%	1.1%	1.0%	3.3%	1.3%
Native American Men	0.1%	0.2%	0.0%	0.4%	0.4%	0.5%	0.5%
Pacific Islander Men	0.1%	0.1%	0.0%	0.2%	1.4%	0.1%	0.4%
Multiracial Men	0.1%	0.1%	0.4%	0.4%	0.4%	0.0%	0.1%
White Men	22.5%	72.6%	18.8%	46.5%	70.9%	62.9%	55.2%
Total	100.0%	99.9%	100.1%	100.1%	100.0%	100.0%	99.8%

Table 5: Clergy make-up by racial-ethnic background and gender

(DFC=Deacons in Full Connection, EFC=Elders in Full Connection, PD=Provisional Deacons, PE=Provisional Elders, AM=Associate Member, FTLP=Full Time Local Pastor, PTLP=Part Time Local Pastor)

Asian Women DFC	Asian Women EFC	Asian Women PD	Asian Women PE	Asian Women AM	Asian Women FTLP	Asian Women PTLP
0.020%	0.410%	0.010%	0.060%	0.007%	0.007%	0.030%
Asian Men DFC	Asian Men EFC	Asian Men PD	Asian Men PE	Asian Men AM	Asian Men FTLP	Asian Men PTLP
0.020%	1.780%	0.002%	0.130%	0.020%	0.070%	0.100%
Black Women DFC	Black Women EFC	Black Women PD	Black Women PE	Black Women AM	Black Women FTLP	Black Women PTLP
0.120%	1.260%	0.040%	0.200%	0.030%	0.100%	0.560%
Black Men DFC	Black Men EFC	Black Men PD	Black Men PE	Black Men AM	Black Men FTLP	Black Men PTLP
0.010%	2.400%	0.010%	0.180%	0.210%	0.310%	0.940%
Hispanic Women DFC	Hispanic Women EFC	Hispanic Women PD	Hispanic Women PE	Hispanic Women AM	Hispanic Women FTLP	Hispanic Women PTLP
0.030%	0.160%	0.002%	0.020%	0.010%	0.040%	0.080%
Hispanic Men DFC	Hispanic Men EFC	Hispanic Men PD	Hispanic Men PE	Hispanic Men AM	Hispanic Men FTLP	Hispanic Men PTLP
0.007%	0.520%	0.000%	0.040%	0.040%	0.190%	0.160%
Native American Women DFC	Native American Women EFC	Native American Women PD	Native American Women PE	Native American Women AM	Native American Women FTLP	Native American Women PTLP
0.004%	0.070%	0.000%	0.007%	0.010%	0.004%	0.004%
Native American Men DFC	Native American Men EFC	Native American Men PD	Native American Men PE	Native American Men AM	Native American Men FTLP	Native American Men PTLP
0.004%	0.170%	0.000%	0.020%	0.020%	0.030%	0.060%

Pacific Islander Women DFC	Pacific Islander Women EFC	Pacific Islander Women PD	Pacific Islander Women PE	Pacific Islander Women AM	Pacific Islander Women FTLP	Pacific Islander Women PTLP
0.000%	0.020%	0.000%	0.000%	0.000%	0.000%	0.010%
Pacific Islander Men DFC	Pacific Islander Men EFC	Pacific Islander Men PD	Pacific Islander Men PE	Pacific Islander Men AM	Pacific Islander Men FTLP	Pacific Islander Men PTLP
0.002%	0.090%	0.000%	0.007%	0.060%	0.007%	0.050%
White Women DFC	White Women EFC	White Women PD	White Women PE	White Women AM	White Women FTLP	White Women PTLP
2.450%	12.460%	0.390%	1.270%	0.780%	1.350%	2.990%
White Men DFC	White Men EFC	White Men PD	White Men PE	White Men AM	White Men FTLP	White Men PTLP
0.780%	51.440%	0.110%	1.710%	2.900%	3.580%	6.410%
Multiracial Women DFC	Multiracial Women EFC	Multiracial Women PD	Multiracial Women PE	Multiracial Women AM	Multiracial Women FTLP	Multiracial Women PTLP
0.004%	0.030%	0.002%	0.000%	0.004%	0.007%	0.210%
Multiracial Men DFC	Multiracial Men EFC	Multiracial Men PD	Multiracial Men PE	Multiracial Men AM	Multiracial Men FTLP	Multiracial Men PTLP
0.002%	0.040%	0.002%	0.010%	0.004%	0.002%	0.010%